

LEADING IN TIMES OF UNCERTAINTY AND CHANGE

SSAAM April 29, 2021

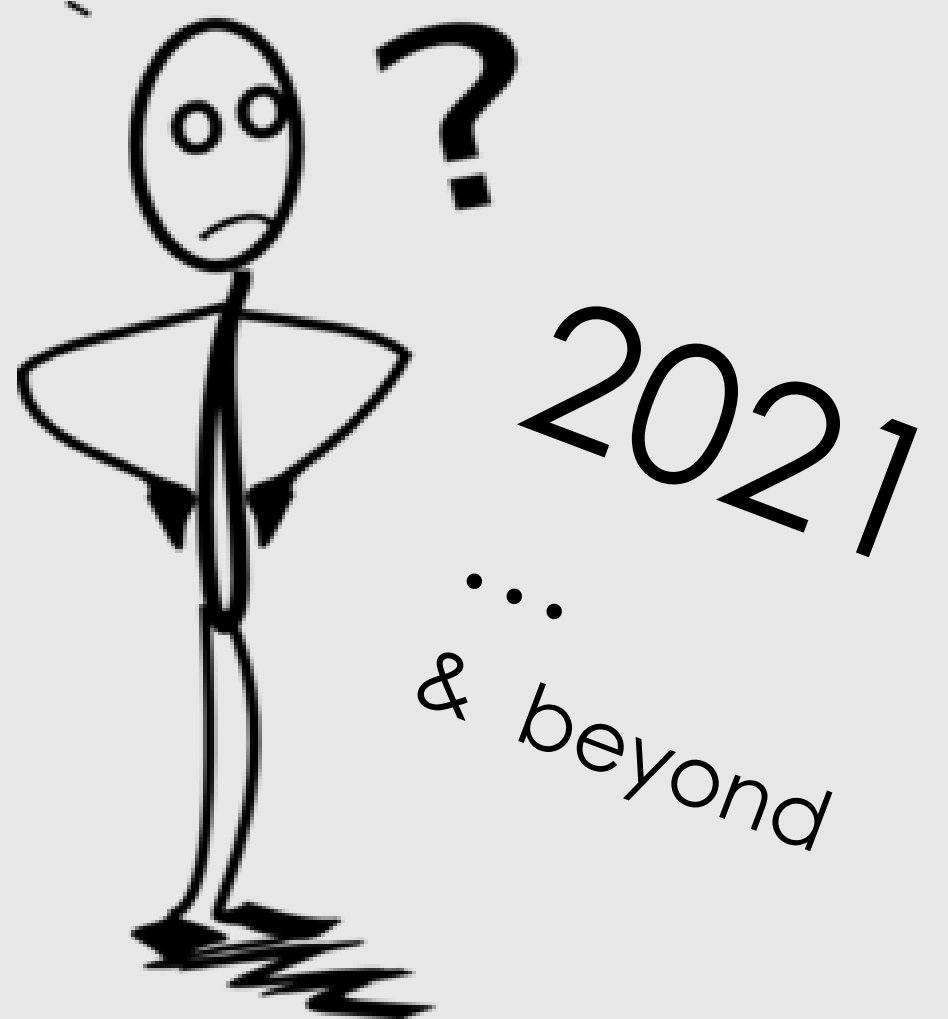
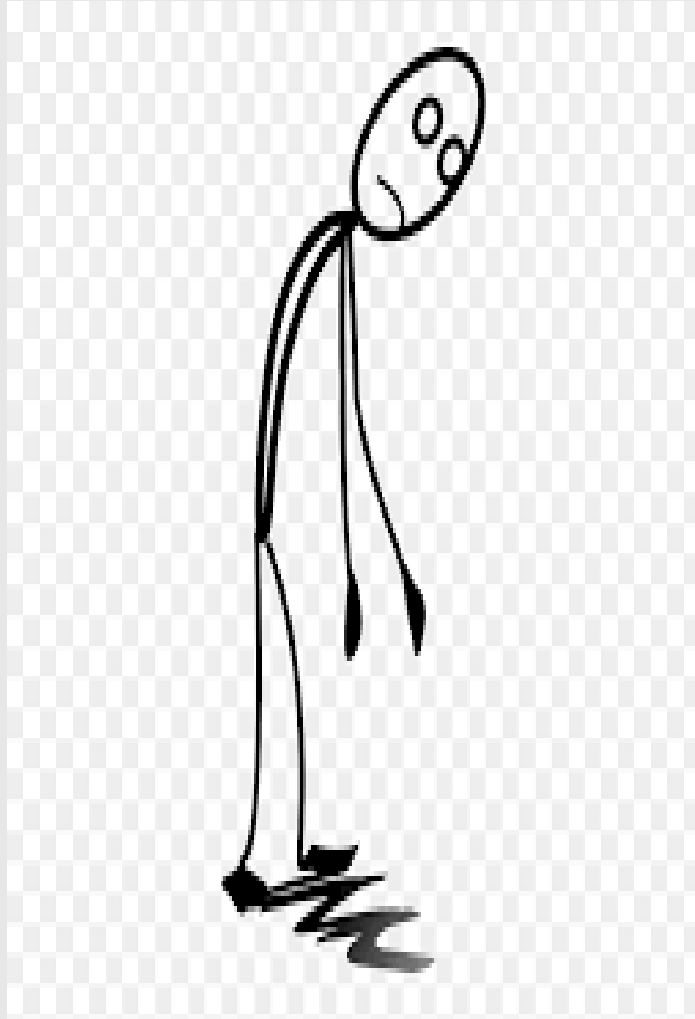
Dr. Lesley Trudel




THE UNIVERSITY OF
WINNIPEG



2020





“AND IT IS WORTH NOTING THAT NOTHING IS HARDER
TO MANAGE, MORE RISKY IN THE UNDERTAKING
OR MORE DOUBTFUL OF SUCCESS THAN TO SET UP
AS THE INTRODUCER OF A NEW ORDER.”

Niccolò Machiavelli

Agenda

1:00 – 1:10

Welcome and Introductions

1:10 – 2:15

Unpacking Educational Change in Manitoba

SSAAM Priorities from the K-12 Review –

- **What is essential for the future?**

Balance, Adaptability and Well-Being through Change

2:15 – 2:25

BREAK

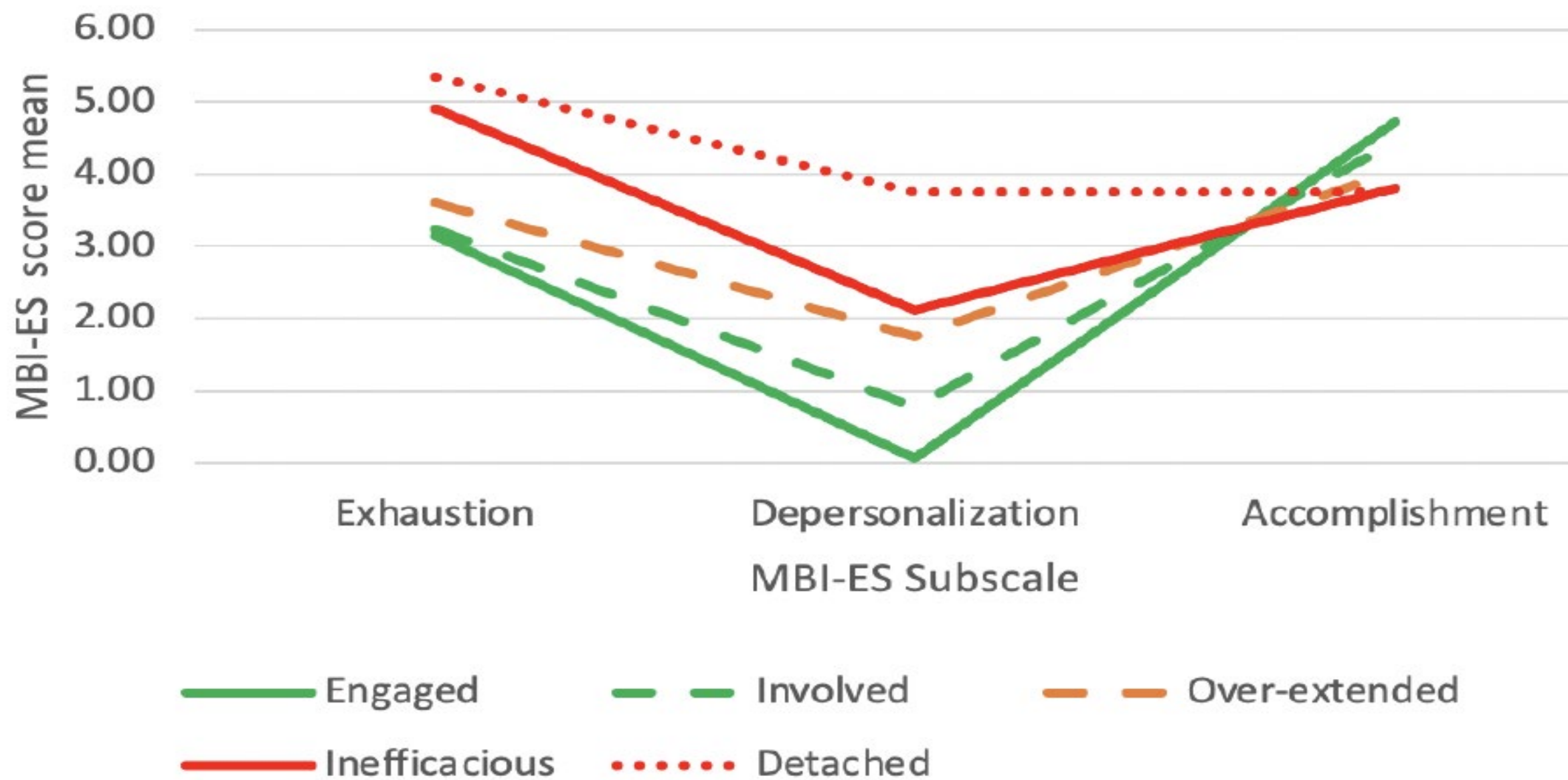
2:25 – 3:15

SSAAM Town Hall on Bill 64:

- **How are the proposed changes positive?**
- **What are your concerns?**
- **What are your next steps?**

3:15 – 3:30

Moving Forward





Stop and Think

In which category do you fit?

- Engaged
- Involved
- Over-extended
- Inefficacious
- Detached

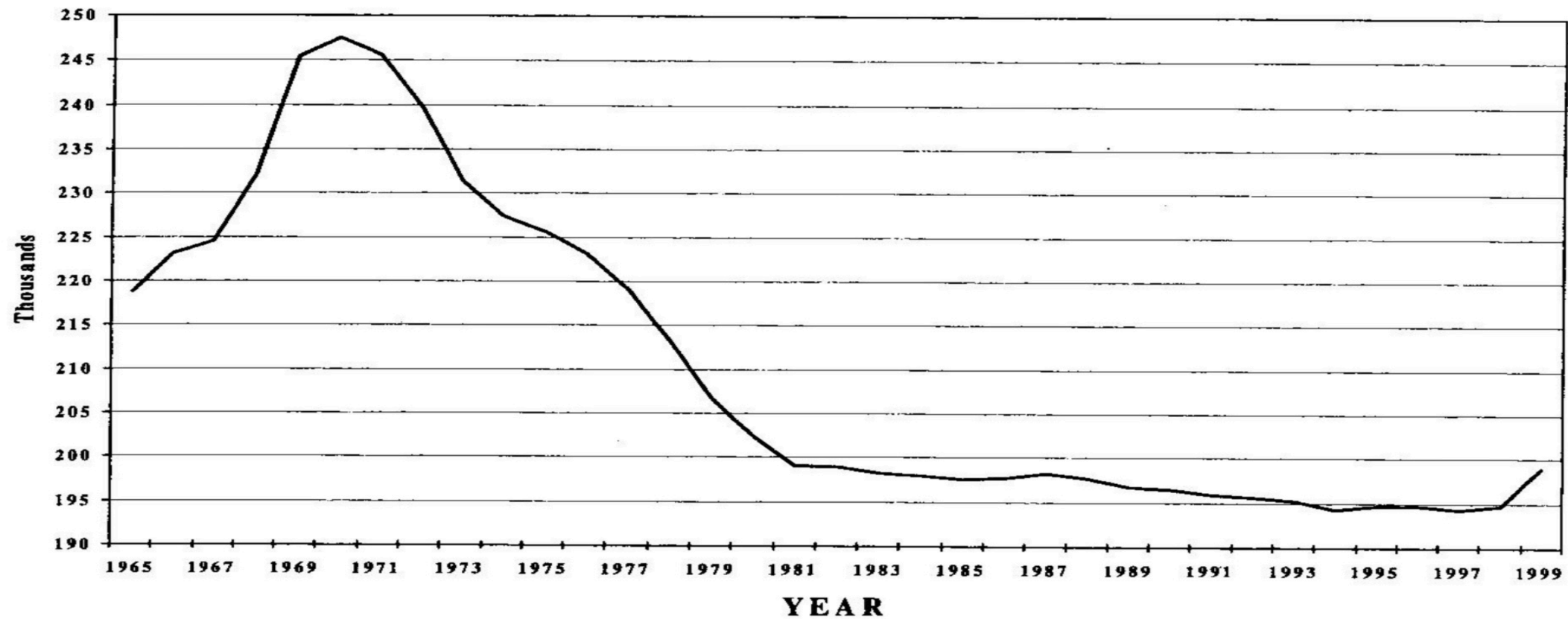
A brief history in time...



◦ 1890 1943 1957-59 1966-69 2002 2019 2020 2021 ?

MANITOBA PUBLIC SCHOOLS ENROLMENT ⁽¹⁾

1965 - 1999 ⁽²⁾



(1) N - S4 headcount enrolment. Pine Falls and Whiteshell excluded.

(2) Actual

Source: FRAME Report 1999/2000 Actual, Manitoba Education, Training and Youth

A brief history in time...



◦ 1890 1943 1957-59 1966-69 2002 2019 2020 2021 ?



Commissions on Education in Manitoba

✓ 1957

✓ 1993

✓ 2019



Take a moment
to write down
your thoughts

I knew this...

I was surprised by...

I want to know more
about...



“METEOROLOGISTS SEE PERFECTION IN STRANGE THINGS
AND THE MESHING OF THREE COMPLETELY INDEPENDENT
WEATHER SYSTEMS TO FORM A HUNDRED-YEAR EVENT IS
ONE OF THEM...THE PERFECT STORM.”

(Junger, 1997)

Problems



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graph TD; A[Problems] --> B[Politics]; B --> C[Solutions];
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Politics

Solutions

Change
Agenda
Policy
Formation

(Kingdon, 2003)



Manitoba Commission on K-12 Education

- Announced January 2019
- Consultations Winter/Spring 2019
- Final Report 2020



Questions:

- How is this similar to our current context?
- What are the main differences?
- Are there other questions that you have?

SSAAM Recommendations to the K-12 Review

Shared provincial
expectations re:
appropriate
educational
programming

Teacher preparation
and PD that supports
responsive teaching to
diversity

Access for students to
education through
universal classroom
supports

Re-design and
updating of the
provincial report card

Manitoba Education
focus on critical
priorities to reduce
gaps in student
achievement

Creation of shared
funding agreements for
students who require
multi-system supports

Focus on the strength of
partners in the province
who are working
together to address
challenges in
education

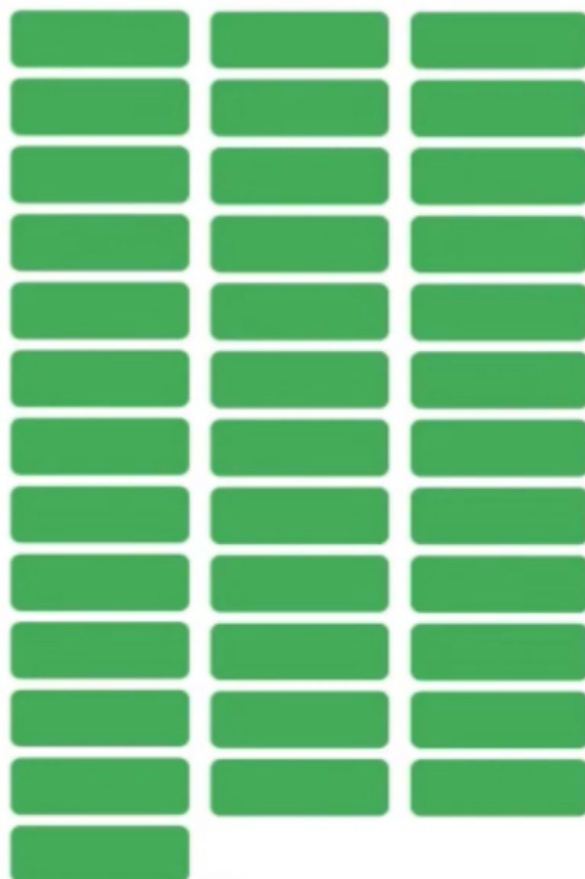
A complicated, top-heavy structure, unchanged for decades

MANITOBA EDUCATION

- Strategic planning
- Funding
- Accountability
- Provincial curriculum and assessment
- Oversight of home and independent schools
- Student records
- Teacher certification
- Student inclusion supports
- Program for the Blind and Visually Impaired
- Manitoba School for the Deaf

37 SCHOOL DIVISION BOARDS

Superintendent, secretary-treasurer and an average of 8 trustees per board



- Setting mill rates for property taxes
- Collective bargaining
- Human resources
- Procurement
- Capital planning
- IT services
- Remote learning
- Deliver K-12 education and the provincial curriculum
- Conduct student evaluations and monitor achievement
- Assign credits
- Support parent councils and engage communities

Manitoba Association of
Parent Councils

Manitoba Association of
School Superintendents

Manitoba Association of
School Business Officials

Manitoba School Board
Association

- Labour relations
- Non-teacher pension
- Risk management and insurance

Manitoba 

Modern governance for today's students

MANITOBA EDUCATION

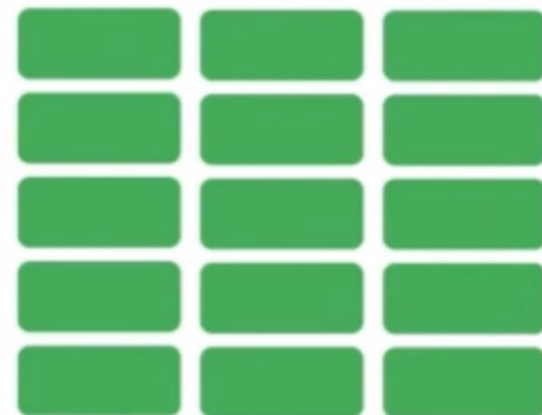
- Strategic planning
- Funding
- Commissioning accountability
- Curriculum, assessment, standards and policy
- Performance targets and measurement
- Oversight of home and independent schools
- Student records
- Teacher certification

PROVINCIAL EDUCATION AUTHORITY

Governed by a board of up to 11 appointees, including at least two parent representatives from the Provincial Advisory Council on Education.

- Shared services: Labour relations, workforce planning, IT, capital planning, procurement, risk management, insurance
- Provincial education delivery: Remote learning, provincial education and other centralized services for students.

15 REGIONS



- Deliver K-12 Education
- Focus on student achievement and addressing achievement gaps
- Support school leaders and manage schools
- Build educator capacity and supports
- Engage parents
- Support School Community Councils for every school

Manitoba School Benefits Administration Corp.

- Non-teacher pension

Division Scolaire Franco- Manitobaine (DSFM)

Governed by elected trustees in accordance with obligations under the Charter to protect minority language rights

PROVINCIAL ADVISORY COUNCIL ON EDUCATION

15 parents elected from School Community Councils and a Trustee from DSFM

Proposed Changes to Legislation

- The Public Schools Act
- The Educational Administration Act  ◦ The Education Act
- The Community Schools Act

Pillars of the Government's New Plan

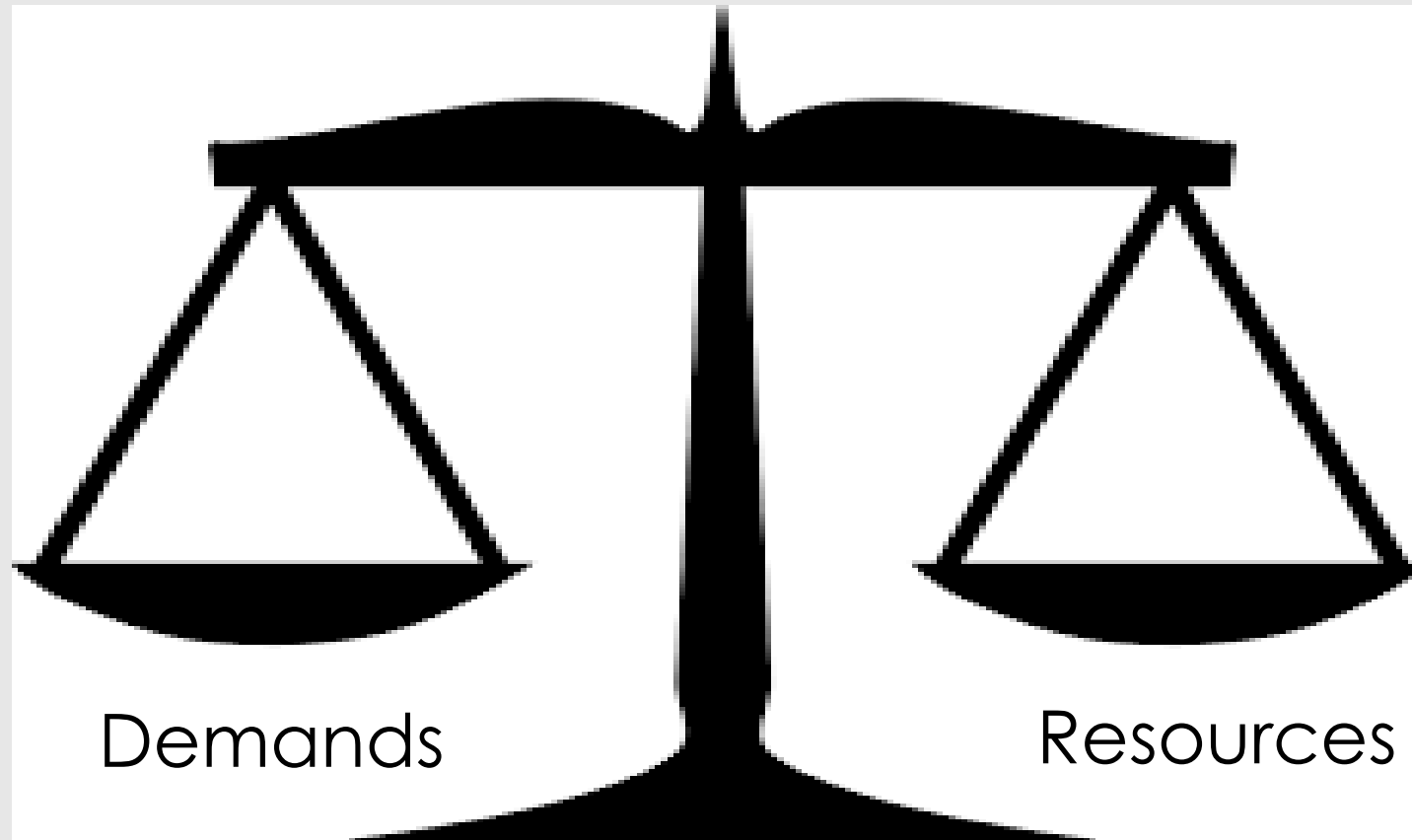
Governance and Accountability

Learning Outcomes

Future Ready Students

Teaching and Leadership.

The Job Demands-Resources Model



Demands

Resources

(Bakker & Demerouti, 2001; 2007)

TIME FOR A
BREAK



SSAAM TOWN HALL

April 20, 2021



THE UNIVERSITY OF
WINNIPEG



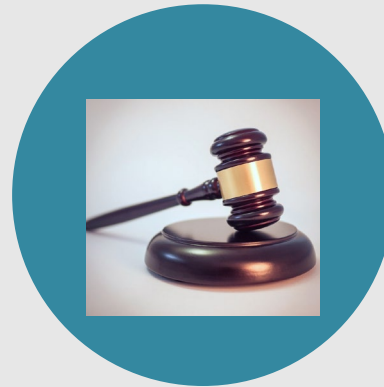
Process

1. Addressing questions in breakout groupings
2:25 – 3:15
2. Your next steps
3:15 – 3:25
3. Wrap-up

3 Documents Set the Context



OUR CHILDREN'S SUCCESS:
MANITOBA'S FUTURE – REPORT OF THE
COMMISSION ON K—12 EDUCATION



BILL 64: THE EDUCATION
MODERNIZATION ACT



BETTER EDUCATION STARTS TODAY

Questions to be addressed in groups

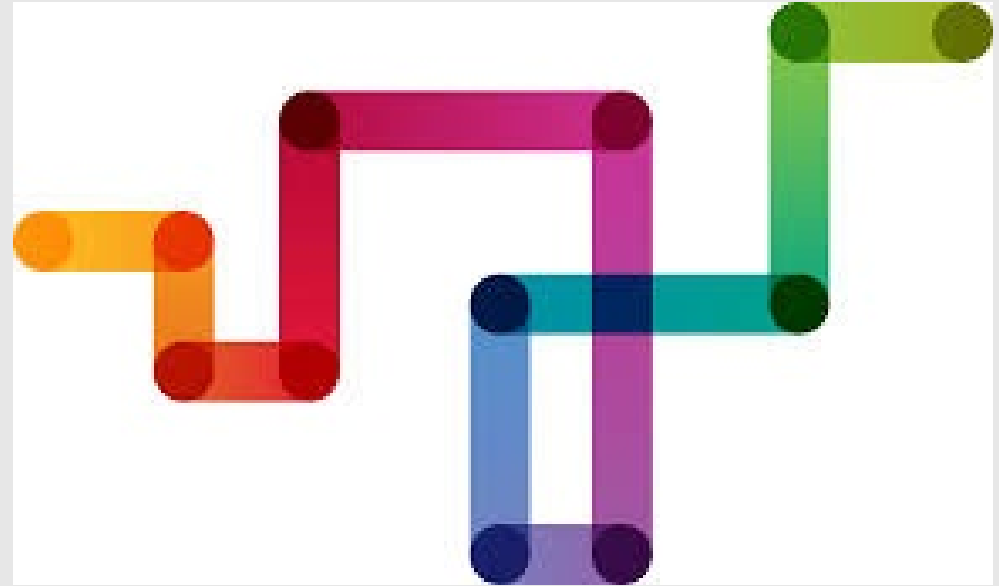
A. How are the proposed legislation and changes positive?

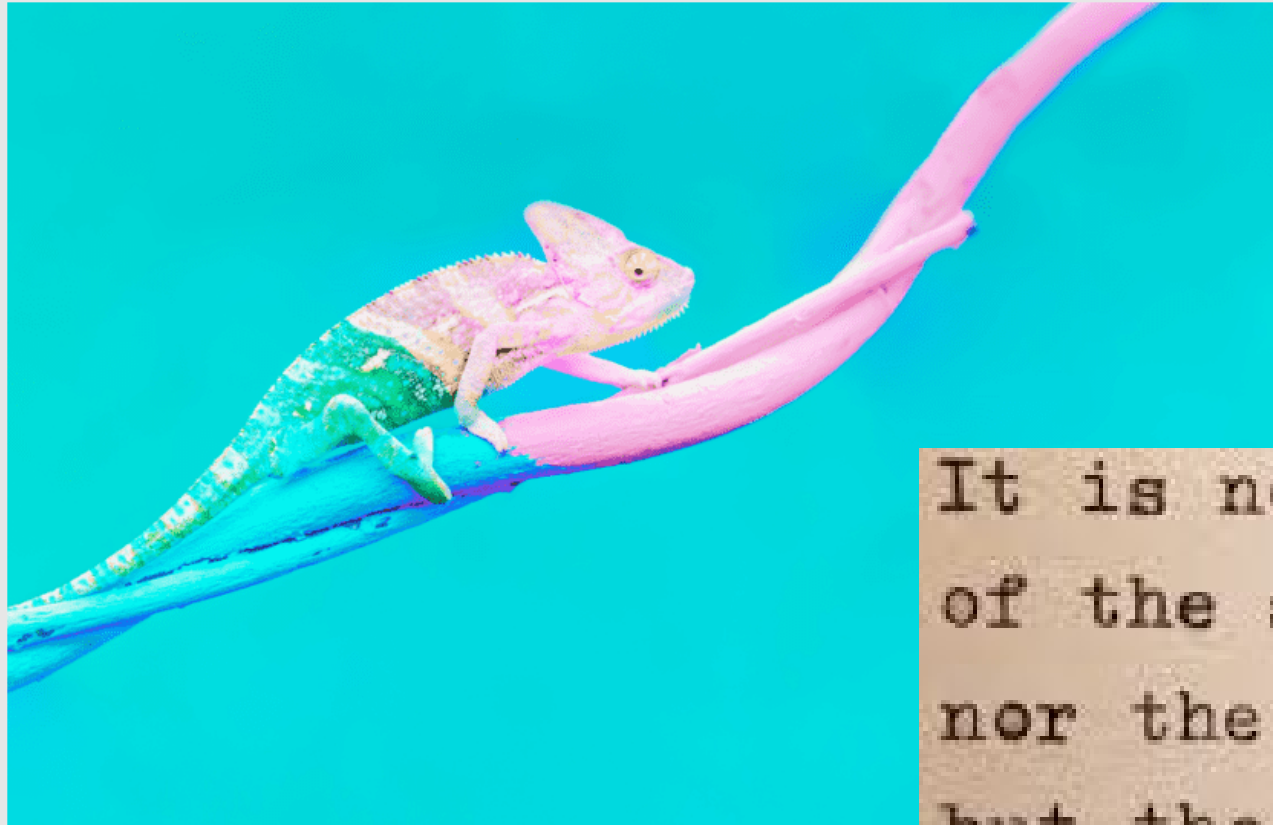
B. What are your concerns about the proposed legislation and changes?

C. What are the next steps that need to be considered as SSAAM moves into the future?

Process

- Designate a moderator/ recorder/ reporter for your group
- Spend approximately 15 minutes per question
- Contributions and perspectives are voluntary
- Reporter to share one key next step with the large group
- Send complete group perspectives to:





It is not the strongest
of the species that survive,
nor the most intelligent,
but the one most responsive
to change.

-Charles Darwin

Adaptive Regulation to Support Resilience



Job Crafting: Individual/Organizational
Opportunities for Growth
Transformative Leadership

Recovery Training: Individual/Organizational
Opportunities for recovery
Circumvent Self-undermining behaviors



“IN ANY MOMENT OF DECISION, THE BEST THING
YOU CAN DO IS THE RIGHT THING,
THE NEXT BEST THING IS THE WRONG THING,
AND THE WORST THING YOU CAN DO IS NOTHING

Theodore Roosevelt



THANK YOU!

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